

Damask, Lisa

From: Cardinale, Laura
Sent: Thursday, March 14, 2002 5:44 PM
To: Damask, Lisa
Subject: Re: 2001 Review

3:50 PM
3/15/02 - left VM
@ Eric's page #



pic04762.pcx



Comp Sheets
Sheehan.doc

----- Forwarded by Laura A Cardinale on 03/14/2002 05:46 PM -----

Doug Wilder
03/14/2002 05:13 PM

To: Laura A Cardinale@VzNotes
cc:
Subject: Re: 2001 Review

Let's discuss

----- Forwarded by Doug Wilder/EMPL/NY/Bell-Atl on 03/14/2002 05:16 PM -----

Erik Sheehan
03/14/2002 03:25 PM

Sent by: Erik Sheehan

To: Doug Wilder/EMPL/NY/Bell-Atl@VZNotes
cc:
Subject: Re: 2001 Review (Document link: Doug Wilder)

Dear Doug,

Today I received this email from Linda Richelson stating that she would like to hold a meeting to review my evaluation. As you know, there is currently an ethics investigation being conducted by the Office of Ethics and Business Conduct against Ms. Richelson.

The last time I spoke with Ms. Richelson, her behavior was out of control and unprofessional. Because of her previous behavior and the current active investigation, I believe that it is not appropriate for me to meet with her.

I am also extremely disappointed that she was allowed to give me no raise and a 3.6% PIP award in lieu of the facts that I presented to you. I was of the understanding that my evaluation would be given to me after the investigation was completed and a fair assessment of my contributions and performance would then be evaluated.

I would like to discuss this issue with you. Please page me on 781.677.5551 at your convenience.

Thank You

• evaluation-
based on perform

• Can't separate the

• evaluation/perform

• 3% team award

• Motivation for Leads
in Excellence

60-80 hrs
100 hrs a week
0% raise

(Embedded image moved to file: pic04762.pcx) Linda Richelson
03/14/2002 11:49 AM

To: Erik Sheehan/EMPL/MA/Verizon@VZNotes
cc: Laura A Cardinale@VZNotes, Lisa Damask, Carrie Driscoll
Subject: 2001 Review

I called but another individual answered your phone and said you were not there. You also do not have voice mail on the line. Attached is your merit and incentive treatment. I would like to schedule your review session. Please let me know when you are available.

Thank you.

(See attached file: Comp Sheets Sheehan.doc)



Compensation Planning for 2002 Payout – Employee Communication Sheet

Name	SHEEHAN,ERIK	Company	NC - Verizon New England Inc.
SSN	030683254	Resp Code/Cost Center	K02825500
Job Code	CSSUCA	Organization Code	06.09.01.01
Career Band	2M	Treatment	MERIT & INCENTIVE
Pay Area	2		

Verizon Incentive Plan

VIP Approach	INDIVIDUAL	Months in Plan	12
End of Year/End of Plan Salary	\$ 78,500	Pro Rate Indicator	
Individual Component	\$ 2,826	Total VIP Award	3.6 %
Total VIP Award \$	\$ 2,826		Deferred 0%

Merit Data

December 31 2001 Salary:	\$ 78,500	Merit Increase	\$ 0
Adjustment to Minimum	\$ 0	Merit Percent	0%
		*New Salary	\$ 78,500

Career Band Range

Minimum	Maximum
\$63,000	\$148,000

VER0574

* does not include other salary (promotions, transfers, etc.) after 12/31/2001

«wkstr» - «wkcty», «wksta»